

Name of proposal/policy	Northamptonshire Adult Social Services	Budget number (if applicable)	
Service area responsible	Adult Social Care	Cabinet meeting date	N/A
Name of completing officer	Farrukh Syed	Date EqIA created	20.12.16
Approved by Director / Assistant Director	Anna Earnshaw	Date of approval	23.12.16

The Equality Act 2010 places a 'General Duty' on all public bodies to have 'Due regard' to:

- Eliminating discrimination, harassment and victimisation
- Advancing equality of opportunity
- Fostering good relations

We do this by undertaking equality impact assessments (EqIAs) to help us understand the implications of policies and decisions on people with protected characteristics – EqIAs are our way of evidencing this.

All assessments must be published on the NCC equalities web pages. All Cabinet papers where an EqIA is relevant **MUST** include a link to the web page where this assessment will be published. If you require assistance in getting your EqIA published, please contact equalities@northamptonshire.gov.uk

PART 1

Description of current provision/policy and main beneficiaries/stakeholders

Adult Social Care supports adults of a working age and older people who have disabilities, mental health problems, a sensory loss or general frailty. Our aim is to actively promote independence and choice. We help people to live in their own homes for as long as possible. When this is no longer possible we help people to choose a good quality care home.

Olympus Care Services was formed on 1st April 2012 as a limited company wholly owned by Northamptonshire County Council. It provides a range of care and support services throughout Northamptonshire for adults with disabilities and older people.

Description of proposal under consideration/development

NCC intends to establish Northamptonshire Adult Social Services, which is designed to serve the needs of the local community, with primarily social objectives. It will provide a new integrated service designed to support people to improve their physical, mental, economic and social health. It will combine care management and commissioning (currently NCC) and provider services (currently OCS) into a single organisation.

The company aims to create a sustainable model for the future delivery of social care services in the county and nationwide.

Data used in this Equality Impact Assessment (general population data where appropriate but each EqlA should contain information on people who use the service under consideration – if this is not applicable to your proposal then you probably do not need to do an EqlA)

Data Source (include link where published)	Please summarise what the data tells us – for example “X number of people use this service, X are male, Y are female etc”	
Adult Social Care Clients 2016/17 by primary support reason (provided by BIPI)	Primary Support Reason	Number
	Physical Disability Support	6,794
	Mental Health Support	295
	Learning Disability Support	3,534
	Social Support: Substance Misuse Support	4
	Sensory Support	76

	Support with Memory & Cognition	3,567											
	Social Support: Support for Social Isolation/Other	360											
	Total	14,630											
Adult Social Care Clients 2016/17 by age (BIPI)	<table border="1"> <thead> <tr> <th data-bbox="844 488 1328 560">Age</th> <th data-bbox="1328 488 1809 560">Number</th> </tr> </thead> <tbody> <tr> <td data-bbox="844 560 1328 635">Age 18 to 64</td> <td data-bbox="1328 560 1809 635">5,250</td> </tr> <tr> <td data-bbox="844 635 1328 710">Age 65 and over</td> <td data-bbox="1328 635 1809 710">10,531</td> </tr> <tr> <td data-bbox="844 710 1328 785">Total</td> <td data-bbox="1328 710 1809 785">15,781</td> </tr> </tbody> </table>			Age	Number	Age 18 to 64	5,250	Age 65 and over	10,531	Total	15,781		
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Adult Social Care Clients 2016/17 by ethnicity (BIPI)

Ethnicity	Number
White	14,584
Mixed	105
Asian or Asian British	298
Black or Black British	358
Chinese or Other	87
Not stated	450
Total	15,882

NCC placed clients in OCS services (BIPI)

Daycare

- Clients with dementia = 83
- Clients with a physical disability = 91

Community opportunities for clients with learning disabilities = 327

Homecare for clients with dementia

- Standard = 23
- Enhanced = 25
- Intensive = 14

Homecare for clients with physical disabilities = 21

Residential care homes

- Boniface House = 22 (44 places block purchased)
- Evelyn Wright House = 25 (28 places block purchased)
- Obelisk House = 30 (44 places block purchased)
- Ridgway = 30 (34 places block purchased)
- Southfields = 42 (46 places block purchased)

Please note that the total populations for Northamptonshire differ in some categories; this is because clients may move from one type of service to another during a year and would therefore be double-counted. Some differences are also due to rounding.

OCS data does not include clients who have a direct arrangement with OCS because they are self-funders. All OCS service user data will be used to inform the development of the NASS.

Tick the relevant box for each line by using a capital 'P' to make a <input type="checkbox"/>	Based on the above information, what impact will this proposal have on the following groups?			
	Positive	Negative	Neutral	Unsure
Sex			X	
Gender Reassignment			X	
Age				X
Disability				X
Race & Ethnicity			X	
Sexual Orientation			X	
Religion or Belief (or No Belief)			X	
Pregnancy & Maternity			X	
Human Rights (Please see articles in toolkit)			X	
Other Groups (rural isolation, socio-economic exclusion etc)			X	

Initial impact	
Explain your findings above	Actions identified to mitigate, advance equality or fill gaps in information
In most cases we believe the impact will be neutral however due to the nature of the client base for ASC it will particularly impact on older people and people with disabilities. As the model is in development, we are	The Council has a legal duty to ensure vulnerable adults are kept safe and this along with the wellbeing of residents is a Council Priority. Part of the Council's duties is to have a named Director of Adult Social Services (DASS)

currently assessing the impact as unsure, although it is intended to deliver positive outcomes for service users by joining up services to remove duplication, provide better links for people on their adult social care journey and ensure that expertise is used in the best way possible to secure desired outcomes.

who is an employee of the Council and is responsible for ensuring the Council meets its statutory responsibilities. These include the duty to assess the needs of residents from a social care perspective, ensure they are adequately met where people are eligible for care and that the services provided meet the required standard.

The DASS will oversee the activities of NASS to ensure that it fulfils these requirements and will still have the ability to act where there any concerns just as they do today. The DASS is supported by the Safeguarding and Quality team that undertakes quality monitoring and investigates and (if necessary) acts of safeguarding concerns reported to it or observed during any Council monitoring visits. The Safeguarding team is separated from all Provider services (whether internal or external) and from all contract, procurement and supplier management activities. This will continue to be the case when NASS is in place and this will avoid conflicts of interest and ensure that they can investigate any concerns without any bias or influence. The Council also has a safeguarding board that oversees market activity, ensuring that the director and senior managers are sited on current quality issues within the market and this will also continue to operate.

Furthermore, there is a legal duty placed upon the authority to ensure that needs are met, in the form of the Care Act 2014.

Do you need to undertake further work (e.g. consultation, further equality analysis) based on the impact and actions identified above? If yes, set this out below and then carry out the work and complete Part 2

Consultation Plan:

Method	Outcome/ Reach/Key Messages	OCS/ Providers/ Partners	NCC Staff	Voluntary Sector	NCC Director/ Councillor Involvement	Lead	Time Frame
Pre – existing meetings	Provider and Partner meetings/fora	✓	✓	✓	✓	AD's/DASS/ Cabinet Lead	Commencing 10 th January 2017 in line with TUPE consultation
Meetings with key partners	For all Stakeholders with key partners	✓	✓	✓	✓	AD's/DASS/ Cabinet Lead	10 th January – 21 st February 2017
Presentations/ information packs	For all stakeholders;	✓	✓	✓	*	EPIT/LF	Prepared by 10 th January 2017
On line Questionnaire -consultation methodology	Cumulative easy access and reply for those who can access E-Systems.	✓	✓	✓	✓	EPIT/LF	Commencing 10 th January 2017
Press Release	Countywide information and awareness	✓	✓	✓	✓	NCC Media Team/ LF	Issued after 10 th January
Cabinet Report	On line through NCC web pages.	✓	✓	✓	✓	DASS	March 2017
Feedback to Stakeholders	To inform of outcome etc.	✓	✓	✓	✓	EPIT/LF	Following publication of Cabinet Report in March 2017
CQC Local Inspectors/ email	Information and Awareness.	*	*	*	✓	DASS	Following publication of Cabinet Report in March 2017

PART 2 – if required

Consultation, follow up data and information gathered from actions identified above	
	What does this information tell us?
To be completed after consultation	

Final impact analysis (taking the findings from Part 2 into account) – including review date if required